

DEPARTMENT OF COMMERCE

2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Create streamlined process to ensure appropriate funding opportunities reach AAPI communities.	Develop national partnership program that includes community-based AAPI and NHPI organizations.	By June 2014, MBDA and EDA to identify and conduct outreach to 1-2 AAPI advocacy groups offering webinar/training expertise to educate the community on grant opportunities. By December 2014, 1-2 more AAPI advocacy groups, etc., through FY 2015.
Capacity Building	Strengthen relationship and improve communication and coordination with the Native Hawaiian community.	Develop consultation policy with the Native Hawaiian community.	Target 1) By April 2014, identify areas of work and departmental programs that impact the Native Hawaiian community. Target 2) By June 2014, explore the feasibility of developing a consultation policy with the Native Hawaiian community. Target 3) By December 2014, develop a consultation policy. Target 4) By January 2015, agency components and offices will review existing policies that may be impacted by a consultation policy and revise as necessary. Target 5) By April 2015, consultation policy is implemented
Capacity Building	Improve access and increase technical assistance and outreach to Commerce programs to better serve AAPI populations.	Develop technical assistance plans for AAPIs involving grant writing webinars/training to improve quality and quantity of AAPI grant applications.	In FY 2014 MBDA will collaborate with SBA to prepare at least 2 webinars designed to address technical assistance for AAPI stakeholders. Webinars may include workshops on how to respond to a RFP. Two additional webinars will be conducted in FY 2015.
Data	Improve and implement uniform data disaggregation practices.	Review Census data disaggregation practices and explore potential for replication to relevant agency programs.	Target 1) By June 2014, complete identification of best practices for the disaggregation of data on Asians and Native Hawaiians and Other Pacific Islanders, which will be developed while chairing the WHIAPPI Interagency Working Group Subcommittee on Data and Research. Target 2) By December 2014, identify agency programs where it is feasible to implement best practices for the disaggregation of data on Asians and Native Hawaiians and Other Pacific Islanders.

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Language Access	Ensure efficacy of AAPI-focused LEP programs throughout agency.	Participate with agency LEP WG to ensure agency wide compliance with Executive Order 13166.	Evaluate all existing sub-agencies for effectiveness in reaching LEP communities and compliance with EO 13166.
Language Access	Utilize multilingual employees for translation and interpretation purposes and during periods of Federally declared disasters.	Determine the method and policies for assessment of multilingual employees and a plan for how and when they can be used and shared within the agency to provide language services.	Develop method and plan by August 2014.
Language Access	Improve delivery of services and information to LEP individuals.	Develop protocols within offices of public affairs or external communications to translate (or develop other media - video, webinars, radio announcements - for) public service announcements, press releases, and other information into AA and PI languages, develop a list of AA and PI ethnic media outlets for distribution, and develop plans for community feedback and engagement.	Target 1) By April 2014, develop a list of AAPI ethnic media outlets. Target 2) Develop and issue protocols to translate PSAs, press releases etc. into AAPI languages.
Workforce Diversity	Increase pipeline for AAPI applicants to managerial and SES positions.	Partner with AAGEN's SES Development Program to bolster qualified SES applicants.	In FY 2014-2015, continue to reach out to AAGEN to explore partnership opportunities.
Workforce Diversity	Expand AAPI Federal employment opportunities through increased recruitment, retention, and promotion efforts.	Promote employment opportunities and conduct analysis of AAPI applicants at the GS 11-13 levels.	By September 2015, develop system to collect AAPI applicant flow data.
Workforce Diversity	Increase participation rate of AAPIs in fellowship, internship, and work study programs.	Partner with AANAPISIs, trade schools, and apprentice programs.	In FY 2015, identify sub-agencies that could benefit from further partnerships. (e.g. Univeristy of Hawaii).
Agency Specific	Increase the number of AAPI small and medium sized firms the Commercial Service assists in exporting.	Partner with AAPI Chamber of Commerces and U.S. Export Assistance Centers around the country.	In FY 2014-2015, convene 4 outreach events with AAPI Chamber of Commerces and USEACS.